

Outreach Plan Implementation Chart

2021-24

 **Missouri**
DEPARTMENT OF ELEMENTARY & SECONDARY
EDUCATION™



AREA OF FOCUS: TEACHER RECRUITMENT

Goal: *Develop and implement a **Public Relations Plan** to increase teacher recruitment by elevating the status of teaching as a professional career resulting in an abundant number of innovative and engaging teachers throughout the state who reflect the diversity and gender of our student population.*

Strategies	Output	Person(s) Responsible	1 st Benchmark	2 nd Benchmark	3 rd Benchmark	Evidence of Success	Target Date
Conduct a major recruitment campaign to elevate the teaching profession and recruit the next generation of Missouri teachers	A completed campaign highlights the positive aspects of being a teacher	Media TOY reps DESE Communications TEACH.org	Contract with TEACH.org to create the TEACH MO recruitment initiative by October 2021	Develop the online digital platform as a part of the recruitment initiative by June 2022	Continue implementation of the recruitment initiative through June 2023	80% or more of high school students (213,310 out of 266,638) will view the video resulting in 3% of them (8,000) choosing to pursue teaching as a profession.	October 2024
Inform school counselors on pathways to the teaching profession and their role in promoting with K-12 students	Counselors in high schools will actively recruit students into the school counselor and teaching profession as an example in the career path / cluster / pathway	DESE Counselor Section MOSTOY Counselor Org	Submit a proposal for the November Counselor Conference by April 2021	Add information to the New Counselor Institute that includes promoting teaching by July 2021	Presentation at the Counselor Conference on the importance of recruiting future teachers by November, 2021	80% of school counselors that attend the conference will demonstrate an increased awareness of their role in promoting the teaching profession.	May 2022
Use TOY representatives to speak at universities and high schools across the state on the positive aspects of being a teacher	A greater percentage of college students and high school students will learn about the benefits of the teaching profession	TOY Finalists State TOY MOSTOY chapter OEQ Higher education High school counselors	Secure 3 release days for TOY representatives willing to speak by March 2022	Schedule a time for TOY finalists to meet and establish a script for all to use when they are presenting by April 2022	TOY reps. present on being a teacher to universities and high schools by June 2022	Toy representatives will present to at least one university or high school in their region.	August 2022

Use regional TOYS to speak to their regional legislators about the needs of schools and students and the need for more teachers	A greater percentage of legislators will learn about the needs of the teaching profession and the students it serves	TOY regionals State TOY MOSTOY chapter OEQ MSBA	Identify interested TOY reps. willing to reach out to their local legislator by February 2022	MSBA and/or DESE communications provides orientation to TOY reps. who will participate in talking to legislators by March 2022	TOY reps. conduct online or in-person visits with legislators through May 2022	TOY representatives will visit with their respective representatives and senators about the needs of the teaching profession and students.	June 2022
---	--	--	---	--	--	--	-----------

AREA OF FOCUS: TEACHER RECRUITMENT

Goal: *Expand and refine the **Grow Your Own Campaign** to increase teacher recruitment by elevating the status of teaching as a professional career resulting in an abundant number of innovative and engaging teachers throughout the state who reflect the diversity and gender of our student population.*

Strategies	Output	Person(s) Responsible	1 st Benchmark	2 nd Benchmark	3 rd Benchmark	Evidence of Success	Target Date
Partner with teacher associations through Future Teachers of America (FTA) and Educators Rising to increase the number of chapters	There will be an increased number of chapters of FTA and Ed Rising in high schools in the state	MNEA MSTA MTDS High schools OEQ	Gather data on FTA and Ed Rising chapters to determine how many and where they are located by May 2022	Brainstorm a list of ways to support FTA and Ed Rising chapters by August 2022	Implement strategies for strengthening partnerships with FTA and Ed Rising by January 2023	There is a 10% increase in the number of FTA and Ed Rising chapters throughout the state.	May 2023
Implement grants to school districts to support the creation and operation of local GYO programs	Additional school districts will have a local GYO program to assist with recruitment and hiring	MTDS OEQ school districts charter schools	Receive online applications from school districts and charter schools by January 2022	Compile extent of implementation and evidence effectiveness of strategies by August 2022	Determine which recruitment strategies are most successful at recruiting new teachers by August 2023	Effective recruitment strategies will be compiled and used to create a statewide teacher recruitment system.	August 2024
Expand the number of school districts with a GYO program, particularly in regions and schools where there is the greatest need	Every region of the state will have active GYO programs in place	MTDs OEQ School districts	Gather regional and school data on GYO efforts across the state by June 2022	Document the degree of implementation of GYO efforts by October 2022	Compile successful GYO strategies in schools-regions of greatest need by August 2023	Effective GYO strategies for schools and regions where there is the most need will be compiled and used to create a statewide teacher recruitment system.	August 2024

Develop a Pathways to Teaching Careers event and student career explorations to encourage teachers to promote the teaching profession leading to increased numbers of students who choose to pursue the teaching profession	Teachers, administrators and counselors will actively promote the teaching profession	OEQ OCCR MU TOY	Conduct two pilot teacher externships for an initial cohort of 30 teachers, administrators and/or counselors by June 2021	Conduct additional Pathways to Teaching Career events in other regions of the state by June 2022	Gather data on the effectiveness of Pathways to Teaching Careers events and their impact by August 2022	A second round of Pathways to Teaching Careers will be conducted in all regions of the state to encourage teachers to be recruiters of future teachers.	June 2023
---	---	--------------------------	---	--	---	---	-----------

AREA OF FOCUS: TEACHER RECRUITMENT

Goal: *Implement strategies that **Provide Incentives and Reduce Barriers** to increase teacher recruitment by elevating the status of teaching as a professional career resulting in an abundant number of innovative and engaging teachers throughout the state who reflect the diversity and gender of our student population.*

Strategies	Output	Person(s) Responsible	1 st Benchmark	2 nd Benchmark	3 rd Benchmark	Evidence of Success	Target Date
Use AAT programs as a recruitment pathway for students to enter into teacher education programs	Students in AAT programs will continue their education in teacher education programs	MDHEWD Community Colleges High school personnel Legislators Communication Office OQS	Collect online applications by community colleges by December 2021	Compile strategies being used by community colleges to recruit students in teacher prep by August 2022	Determine the effectiveness of strategies used by community colleges to get students into teacher prep by August 2023	A statewide teacher recruitment system will include recruiting students in community colleges into teacher prep programs	August 2024
Increase the use of loan forgiveness for hard-to-staff teaching assignments (geographic and content area) through an online portal	More teacher candidates receive their preparation at reduced or no cost	US ED TEACH MO MDHEWD HS counselors	Post information in an online portal on how loan forgiveness works by June 2022	Track data on how much the information on loan forgiveness is being used by students by August 2023	Based on evaluation data collected, implement strategies to increase the use of loan forgiveness by Sept. 2023	There is a 10% increase in the number of teacher candidates who qualify for loan forgiveness.	October 2023
Create greater flexibility in using retired educators, expanding the limit from 2 to 4 years post retirement	Schools will have greater flexibility in using retired educators to fill critical shortage areas	PSRS personnel OEQ staff Legislative liaison	Work with PSRS to explore options for expanding the use of retired educators by February 2022	Create draft language to be used to permanently revise statute by April 2022	Make permanent changes to statute that creates greater flexibility in using retired educators by May 2022	There will be a 10% increase in the number of retired educators available to fill critical shortage areas.	September 2022

Create a \$75 million Innovation and Equity Fund to attract teachers to hard-to-staff content areas and locations, including creation of active GYO programs	Increase the number of teacher candidates teaching in hard-to-staff content areas and locations	State Board of Ed Legislators School districts OEQ	Create a set of guidelines that will provide direction on how funds are dispersed by July 2022	Secure Governor's support for establishing an IE Fund by November 2022	Gather legislative support for an IE fund that attracts teachers to hard-to-staff content areas and locations by May 2023	School districts will have additional funds to provide incentives to teach in hard-to-staff locations and content and create GYO programs in districts with recruitment challenges.	May 2024
--	---	---	--	--	---	---	----------

AREA OF FOCUS: TEACHER RETENTION

Goal: *Expand **Leadership and Professional Learning Opportunities** at all levels to improve teacher retention as evidenced by fewer vacancies, an increase in the average years of experience, and an increase in the number of tenured teachers leading to improved student outcomes.*

Strategies	Output	Person(s) Responsible	1 st Benchmark	2 nd Benchmark	3 rd Benchmark	Evidence of Success	Target Date
Expand the MLDS program to work to provide increased learning and support to a greater number of principals	More teachers will experience principals providing greater support in things that matter to them	OEQ MLDS specialists RPDCs	Hire and train additional MLDS Specialists for each region of the state by September 2021	Create and implement recruitment strategies to increase participation in MLDS in three-fourths of districts by June 2022	Continue recruitment strategies to increase participation in MLDS in all regions of the state by June 2023	At least 50% of principals/asst. principals in each region and 70% of school districts in each region of the state will be participating in MLDS.	June 2024
Implement a system for supporting teachers pursuing National Board Certification (NBCT)	There will be an increase in teachers improving their skills based on NBCT and will stay in the profession longer	OEQ NBCT Teachers Academy Grads program	Create an NBCT Advisory Group and secure funding to support teachers working on NBCT by December 2021	Identify 25 mentors and 50 teachers who will participate in the pilot group working on NBCT by March 2022	Support teachers in their efforts to achieve full NBCT by June 2023	There is a 5% increase in the number of teachers in Missouri seeking NBCT.	August 2024
Develop a Master Teacher certificate that recognizes teacher voice and is used for things like shared leadership and coaching other teachers	A new area of certification in our state will include a master teacher certificate	OEQ MACCE Higher ed TOYs	Gather research on master teacher certificates in other states by February 2022	Present research and gather input from higher education and school districts by June 2022	Present rule language to MACCE and the State Board of Education by March 2023	A master teacher certificate will be completed and ready for use by teachers who will be teacher leaders leading from the classroom.	May 2024

Enhance mentoring opportunities for new teachers that focus on what new teachers need most	New teacher retention will increase as a result of more effective mentoring practices by school districts	OEQ MTDS School districts HR directors	Create more effective training for new teachers by August 2021	Provide training to new teachers across the state by May 2022	Evaluate the effectiveness of the training and adjust to make the training more effective by August 2022	An increase of 10% of new teachers will receive more high quality mentoring as evidenced by new teacher surveys and data gathered by teacher associations.	June 2023
--	---	---	--	---	--	--	-----------

AREA OF FOCUS: TEACHER RETENTION

Goal: *Implement innovative **School and District Accountability** measures to increase teacher retention as evidenced by fewer vacancies, an increase in the average years of experience, and an increase in the number of tenured teachers leading to improved student outcomes.*

Strategies	Output	Person(s) Responsible	1 st Benchmark	2 nd Benchmark	3 rd Benchmark	Evidence of Success	Target Date
Review and revise school accountability to include indicators supporting learning for all students	School accountability will include some measures around equity	Office of Quality schools OEQ School personnel	Research different ways to incorporate indicators into the accountability system by March 2022	Convene a work group to summarize the themes of learning for all students in the research by January 2023	Create State Board of Education (SBE) recommendations for how learning for all students' indicators can be incorporated into the accountability system by June 2023	The state's accountability system will include indicators supporting the learning for all students.	October 2023
Evaluate the amount of time, attention and preparation given to testing and use data to inform revisions to the school district accountability system	Information will be available to guide the revision of the school district accountability system	Office of Quality Schools OEQ School personnel	Gather data from teachers at all tested grade levels on the time, attention and preparation for testing that is currently taking place by May 2022	Convene a panel of educators to review data and make recommendations on revisions to the state accountability system by March 2023	Explore possibilities for incorporating panel recommendations into revisions to the state accountability system by October 2023	All schools will be measured against a revised accountability system that is based on data on time, attention and preparation that testing requires.	September 2024
Make revisions to the accreditation and testing systems to focus on support and growth	The school accountability system will support teacher retention	Office of Quality Schools OEQ School personnel	Gather proposed changes to state accountability by August 2022	Summarize proposed changes to the accountability system by January 2023	Create SBE testing recommendations for a revised accountability system by August 2023	The state's accountability system will include indicators of growth to support teacher retention.	October 2024

AREA OF FOCUS: TEACHER RETENTION

Goal: *Improve **Workforce Conditions** in schools in order to improve teacher retention as evidenced by fewer vacancies, an increase in the average years of experience, and an increase in the number of tenured teachers leading to improved student outcomes.*

Strategies	Output	Person(s) Responsible	1 st Benchmark	2 nd Benchmark	3 rd Benchmark	Evidence of Success	Target Date
Implement grants to school districts to support increased levels of teacher retention	School districts and charter schools will implement strategies to improve teacher retention	MTDS OEQ school districts charter schools	Receive online applications from school districts and charter schools by January 2022	Compile extent of implementation and evidence of effectiveness of strategies by August 2022	Determine which retention strategies are most successful for retaining teachers by August 2023	Effective retention strategies will be developed into a statewide teacher retention system.	August 2024
Create greater opportunities to expand teacher voice in making important school community decisions	District and school leadership teams allow for teacher input in decision-making directly affecting teaching and learning	OEQ Administrators Teachers representatives Teacher groups	Provide a grant funding opportunity to school districts to expand teacher voice opportunities May 2022	Develop guidelines and recommendations for using teacher voice in school and district decision-making by August 2023	Disseminate guidelines and recommendations to all school districts and charter schools by August 2024	All school districts and charter schools will receive guidelines and recommendations on expanding teacher voice in making decisions directly affecting teaching and learning.	October 2024
Explore ways to allow mental health professionals to do their clinical experience in schools	Individuals trained in the clinical areas of mental health will be available in schools to provide additional support	State Board of Ed member OEQ Preparation Programs Communication office	Receive online applications from school districts and compile those addressing mental health issues by August 2022	Compile extent of implementation and evidence of effectiveness of mental health strategies by August 2023	Determine which mental health strategies are most successful at retaining teachers by August 2024	Mental health resources and services will be provided that improves teacher retention.	October 2024

Develop guidelines for individual and collaborative planning time for teachers at all levels of school	Research and guidelines to improve collaborative planning time will be shared in order to increase teacher retention	OEQ Teacher Associations	Gather data from a representative group of teachers on the current status of their planning time by September 2022	Convene a workgroup to develop research supported strategies for planning time that address issues identified through the data by December 2022	Create and disseminate suggestions from the workgroup to improve the quality of individual and collaborative planning time by February 2023	Information and guidelines will be shared with all school districts and charter school on how to improve individual and collaborative planning time for teachers.	September 2023
--	--	--------------------------	--	---	---	---	----------------